

Dumping scandal exposed

MIDDLETOWN — "There's no way in hell any of our members are going to be placed in jeopardy because they informed us about illegal acts," says CSEA Region III President James Lennon. He says he believes that acts of reprisal, retaliation and retribution by management of the Middletown Psychiatric Center have already started against members of CSEA Local 415 who informed the union about illegal dumping of explosive and toxic chemicals on the institution grounds.

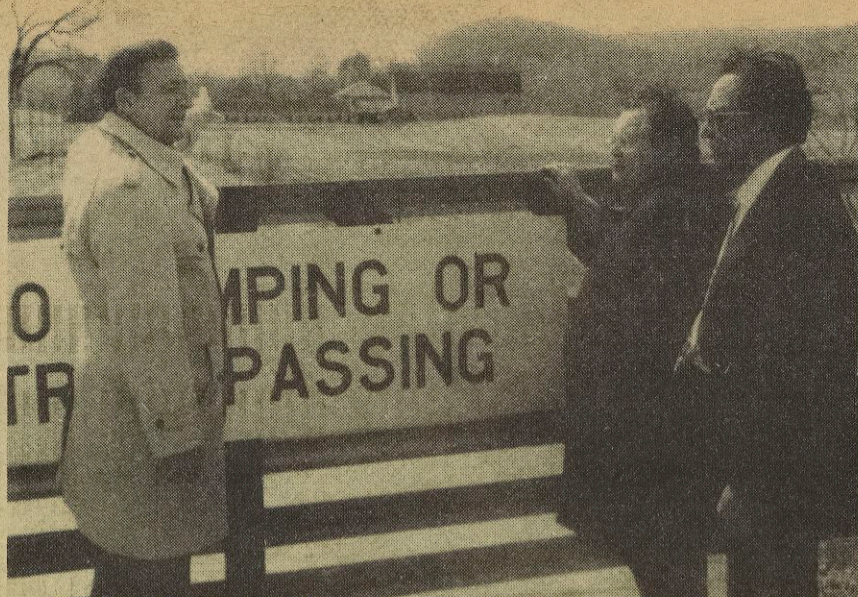
CSEA Field Representative 'Flip' Amodio reported that last week one of the members involved in the dumping was interrogated by the center personnel director and the member's request of union representation during the questioning was refused.

Amodio also reported that last week other members involved in the dumping had been ordered to fill out reports on the dumping in

the presence of the center's safety officer without benefit or consultation of a CSEA representative. To protect those members who have informed CSEA about the dumping, Amodio is withholding their names at this time. Lennon said the union will be carefully monitoring the actions of management against any of the members involved in the dumping. Lennon says there is the possibility that an attempt is being made to cover-up what really happened at the Middletown Psychiatric Center, and that CSEA

will continue to push for a full investigation of the events.

Last week the news media carried stories about the dumping of chemicals and cadaver parts at the Middletown Psychiatric Center. But those stories only scratched the surface as to what was and is involved in that situation. For far greater details than the press has revealed, turn to pages 6 and 7 for a special Public Sector report on the Middletown Psychiatric Center situation.



THE SIGN SAYS 'NO DUMPING' . . . BUT THEY DID — The area where, charges CSEA, dangerous chemicals and cadaver parts were illegally dumped on the grounds of the Middletown Psychiatric Center is pointed out by Alex Hogg, left, President of CSEA Local 415 at the Center. CSEA Region III President James Lennon, center, and Field Rep. 'Flip' Amodio, right, have been pressing for thorough investigation of the situation. The gate sign warns "No dumping or trespassing."

the Public Sector

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'Employees . . . up in arms' as state limits June test

ALBANY — CSEA, charging "the employees are really up in arms about this," has appealed to the full Civil Service Commission a decision by Commissioner Victor Bahou that arbitrarily would prevent all workers in state pay grades 3 through 6 from taking a June 23 examination for Computer Programmer Trainee.

Some employees in grades 3-6 passed the exams when last given in 1977, but when the 1979 announcement was posted, the qualifications had inexplicably been changed to restrict it to those in grades 7 and up.

"The employees are really up in arms about this," says Research Analyst Tim Mullens. "Over 250 employees of the Department of Environmental Conservation alone signed a petition against it."

The union protested to Bahou that the raising of the exam qualifications not only discriminated against the lower-paid employees, but also violated the spirit of the newly negotiated CSEA Program in the union's Administrative bargaining unit tentative contract.

"That program was created

specifically to provide the lower-paid employees with traineeships to help them get out of the clerical ghetto," said Mr. Mullens. "Now they're taking an opportunity that already existed, and eliminating it. It's a giant step backwards."

Mr. Bahou's reply to the union was that few of the people in Grade 6 and under would probably pass the test, and that it would be cruel to get their hopes up for nothing.

Mr. Mullens feels the response was

"not only illogical, but also condescending to the workers. All these people are grown-ups; they have all had disappointments before. Besides, just because some of them might pass it, is no reason to deny others of an opportunity to get ahead."

The union is strongly urging that all state employees in Grade 3 and higher who want to take the test, go ahead and file for it anyway.

While awaiting word on its appeal, CSEA is handing the matter over to

its legal department for a determination as to whether further action is needed.

Mr. Mullens said that CSEA Civil Service Dept. Local 653 President Delores Farrell is also keeping an eye on the situation. Ms. Farrell accompanied him to a meeting on the matter with Civil Service Examinations Section management last week.

A decision on the appeal to the full Civil Service Commission is expected shortly.

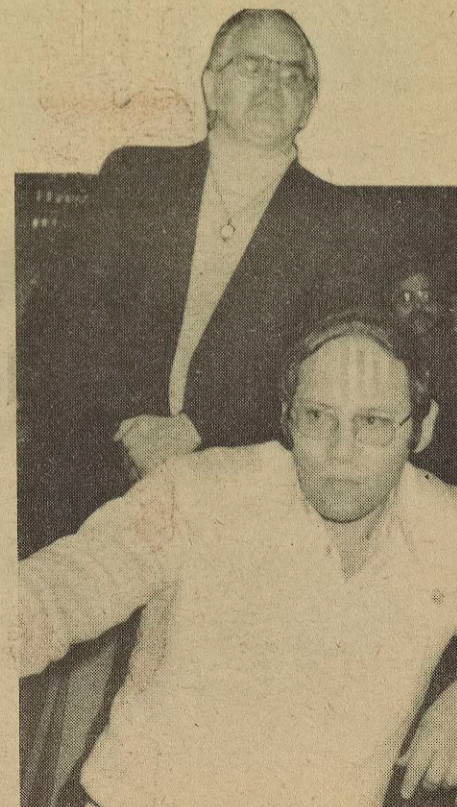
Commend CSEA on Olympics

ALBANY—The week of April 22-28 has been proclaimed as Special Olympics Week throughout New York State by Gov. Carey, who in his official proclamation referred to the support of CSEA in promoting the 1979 International Special Olympic Games in August at SUNY Brockport.

"CSEA is to be commended for its public support of the Special Olympics," the governor's proclamation noted. CSEA has strongly backed a "Film for Special Olympics"

program to raise funds for the games. A special form for helping is on page 8 of this issue.

COMMON INTERESTS — Department of Mental Hygiene employees work at numerous facilities around the State, but share common career interests and problems. CSEA, which represents most department employees, annually conducts Mental Hygiene Workshops for these employees. Last week, at the latest workshop, Tirso Miguez, President of Brooklyn Psychiatric Center CSEA Local 402, rises to make a point. Listening, in front, is Martin Langer, President of Rockland Psychiatric Center CSEA Local 421. For more on the workshop, see page 12.



A REMINDER — Contract ratifications ballots which have been sent to all CSEA members in the Administrative Services, Institutional Services and Operational Services bargaining units must be returned by 8 a.m. Friday, April 27, to be valid. Members are voting on tentative 3-year contracts covering 107,000 State workers in the three units.

Members staff environment camps

By Deborah Cassidy

ALBANY — Youngsters and teenagers throughout the State can attend environmental education camps this summer, where Civil Service Employees Assn. represented employees of the New York State Department of Environmental Conservation will teach them about their natural world.

DEC employees with expertise in various environmental areas teach the campers everything from soil and plant science to energy conservation during week long sessions amid woodlands, fields and marshes. And since the kids need a good balance of recreational activities to round out the week, they are also guided in swimming, fishing and canoeing sessions and can work to earn certificates of merit in hunter and boating safety.

Since the DEC encourages organizations and clubs to sponsor campers, some of them may attend this year on funds provided by the CSEA,

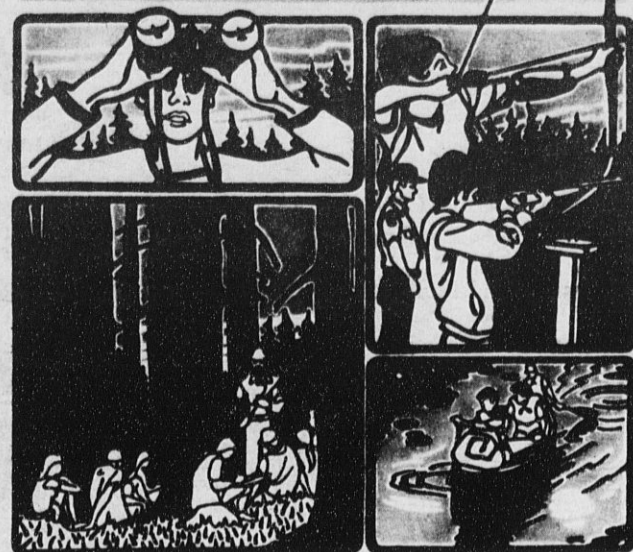
as suggested by Capital Region CSEA President Joseph McDermott. Mr. McDermott has asked each Local in his Region to sponsor one child.

For boys and girls, ages 12 to 14, there is DeBruce Camp in Sullivan County, serving the southeastern section of the State and Lake Colby Camp, near Saranac Lake in Northern New York. Rushford Camp in Allegany County is open to boys between the ages of 12 and 14 in central and western New York.

Newly opened this year is a Teenage Ecology Workshop at the Rogers Environmental Education Center in Sherburne. Here, 15 to 18 year olds can study more intense environmental issues and participate in many of the recreational activities.

For more information, write to Bruce Bentley, Room 509, Department of Environmental Conservation, 50 Wolf Road, Albany, New York 12233.

A Summer Adventure



Environmental Education Camps

AFSCME Council 82 on strike

Picket lines were thrown up around many of the state's 33 prisons late last week by members of AFSCME Council 82 which represents state security personnel, but at press time the situation did not extensively affect non-security personnel, represented by the Civil Service Employees Assn., at the facilities.

A spokesperson for CSEA reported that non-security personnel at the picketed sites were generally not being interfered with in reporting to work last Thursday, the first workday following the start of picketing late Wednesday night.

Council 82 wants out of a tentative two-year wage agreement it negotiated with the state earlier this month. That agreement called for a 7 percent, across-the-board pay raise with a wage reopener in 1980.

That tentative agreement was not submitted to membership ratification but opposition from the membership came quickly and heavily after announcement of the tentative pact. Council 82 officials seek to re-open negotiations.

CSEA to court for Schenectady parking

SCHENECTADY — CSEA is taking the City of Schenectady to court because it has refused to negotiate a plan to provide employees with 60-off-street parking spaces, no more than two blocks from City Hall, despite an order from PERB arbitrator Louis Salkever. According to Field Representative John Cummings, the City also ignored the arbitrator's order to appear before him if a settlement was not reached in April.

Unit President Edward Kearney said that last summer the City closed down a lot the employees had been using for about eight years and reopened it to the general public after ex-

panding it. Employees were told they could still use the lot, but found that they had to come to work "a half hour to 45 minutes early to get a space and even then 60 percent of them had to park elsewhere." The CSEA then took the matter to PERB.

"It was a past practice of the City to provide parking for its employees and it is unfair for them to try and take it away. It is also a matter of discrimination, because the City still provides parking for its administrators," said Mr. Kearney at the time.

Union files leave-time grievance

ALBANY — The Civil Service Employees Assn. has filed a grievance against the New York State Court of Claims and the Appellate Division, Third Department, claiming that employees are owed leave time because a new contract containing a provision to shorten their work week was implemented late.

Julia Filippone, president of the Capital Region Judiciary CSEA Local, said that the employees signed a memorandum of agreement in June of 1978 for a new two year contract, retroactive to April of 1978, which had a provision reducing the work week from 37½ hours to 35 hours. However, because of problems between the Office of Court Administration and the Legislature, the contract was not officially signed until mid-February of 1979 and was not implemented until March, 1979. During this period employees continued to work their regular hours, accruing a total of 120 hours in extra time.

CSEA is seeking pay, in lieu of time off, for employees who worked during that period, but have since left State employment. This includes temporary law assistants who are hired on a yearly basis, says Ms. Filippone.

LETTERS to the Editor

Editor's note: The following is a copy of a letter sent to the Department of Civil Service, and signed by "First time senior stenographers of Western New York."

Mr. James T. McFarland
New York State Department
of Civil Service
The State Office Building
Campus
Albany, New York 12239
Dear Mr. McFarland:

In fairness to the really good stenographers who are employed by the State of New York, we wish that you would try to do something for the girls who passed the Senior Steno exam held on Nov. 18, 1978 the first time around. It is not fair and equitable treatment that all the girls who failed the shorthand part of the original test should be given a second chance to pass this test, just because

a few classrooms reported certain irregularities in the administration of the dictation portion. You know that we know that not every girl who failed the dictation part of that test was a victim of administrative irregularities. Therefore, in fairness to us who are really good stenographers and passed the shorthand the first time around, you should give us extra credit for that expertise that we have demonstrated. It is only fair, since you will give every single girl who failed the original dictation a chance to take it over. How about it, can't we please appeal to you to be fair?

We are being penalized. And why? We are losing four months' worth of advancement chances.

We are losing money. We are losing a good place on the list because many of the retakers have hired tutors and will ultimately pass the second time around.

We are being treated like second-class citizens.

We would love it if you would please respond to us in THE PUBLIC SECTOR, Official Publication of the Civil Service Employees Association, 33 Elk Street, Albany, New York 122224, Thomas A. Clemente, Publisher, and Roger Cole, Executive Editor (Publication office, 75 Champlain Street, Albany, New York 12204).

Calendar of EVENTS

APRIL

- 25—Statewide Probation Committee meeting, 10 a.m. Thruway House, Albany.
- 28—South Beach Psychiatric Center "Spring Affair" dinner dance, 9 p.m.-2 a.m., Micali Terrace, 521 86th Street, Brooklyn.

MAY

- 4 — Local 860, White Plains Schools annual dinner-dance honoring recent retirees. 7:30 p.m. to 12:30 a.m., Purchase Country Club, Anderson Hill Road, Purchase.
- 19—Saratoga and Rensselaer County Education Locals meeting, 9 a.m.-4 p.m., Holiday Inn, Saratoga Springs.
- 24-26 — CSEA Armory Committee meeting and elections, Long Island.

JUNE

- 8 — Capital District CSEA Armories meeting, dinner, election. Guilderland Range.

Safety, health issues discussed at conference

By Jim Hennerty

Special to The Public Sector

ITHACA — Occupational safety and health issues were the subject of a major conference here at the New York State School of Industrial and Labor Relations on March 30 and 31. The conference, titled "Workers' Rights and Workplace Safety" and sponsored by the Cornell Organization for Labor Action, featured speakers, workshops, films and discussions focusing on a range of safety and health issues for working men and women in the United States.

Members of CSEA, AFSCME, and

several other labor unions attended the conference.

The keynote address was given by John Froines, deputy director of the National Institute of Occupational Safety and Health. Mr. Froines, just arrived from the then uncertain crisis of the Three Mile Island nuclear power plant accident, emphasized the crucial importance of safety and health issues in the work place. He made it clear that the quality of life and the very survival of individual workers depended on the actions taken to control the hazards involved

in virtually every work location in America.

Workshop topics included union safety committees, Workman's Compensation and OSHA, research and standard setting, and the medical community and occupational disease. Participants emphasized the importance of including health and safety issues as topics in negotiations and collective bargaining agreements, in addition to reliance on Federal OSHA standards. Negotiated systems for calling hazards to the attention of management and promptly eliminating them are often more

effective, several union members felt, than the slower enforcement of OSHA regulations.

Another subject which provoked lively discussion was the possible reform of Workman's Compensation laws to cover adequately the dangerous situations encountered by workers, particularly in the area of long-lasting occupational diseases.

Several private sector union members spoke in support of the efforts of public employees, particularly those in New York, to have occupational safety and health coverage extended to them by state legislatures. Legislation addressing such problems for government employees in New York State, now pending in the Legislature, is strongly backed by CSEA/AFSCME.



NEW CETA REGULATIONS were discussed at the April 4 meeting in Albany of the CSEA Committee to Oversee the Comprehensive Employment and Training Act. Among those attending were, from left, Paul Burch, CSEA Collective Bargaining Specialist;

Robert Gailor, Cortland County CSEA Local 812; Maureen Malone, Madison County CSEA Local 827; Joseph Abbey, CSEA Research Analyst; and Annette Harding, SUNY Alfred CSEA Local 600.

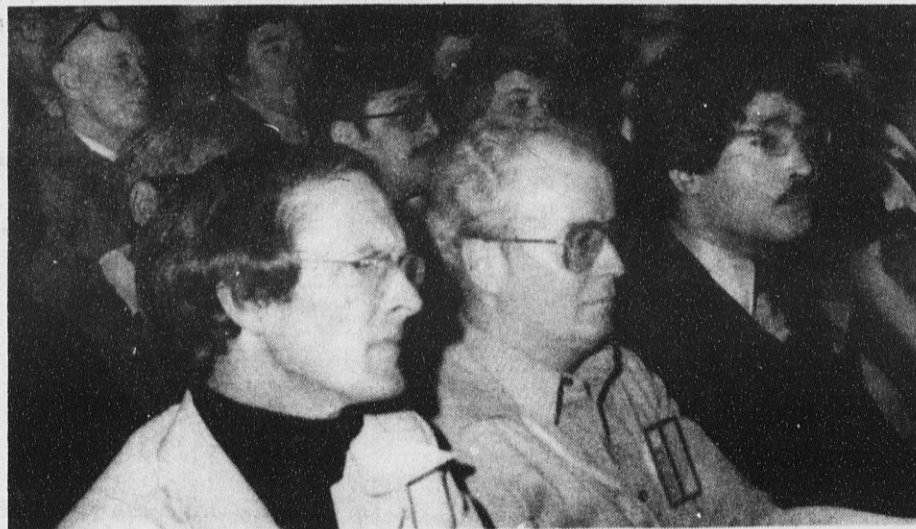
Waterfront negotiations

NEW YORK CITY — Some forward motion is being reported in CSEA's efforts to get a first contract with the Waterfront Commission of NY Harbor.

CSEA field Rep. Larry Sparber says, "We've come a long way" and notes that some tentative agreements were reached and initialed at a meeting April 6. Sparber says areas included in the agreements are union recognition and representation, overtime, out of title work, employee protection, seniority and general employee rights.

However, Sparber says, areas remaining unresolved include arbitration for disciplinary and grievance procedures plus a money package which Sparber called "totally unacceptable" to Local 066. Sparber added however, "there are areas of compromise if the Waterfront Commission is willing to negotiate in good faith." But Sparber warned, "It would be naive on the Commission's part to think CSEA would not be adamant and firm in its demand for a fair contract."

As for the yet unresolved money issue, Local 066 President James Harrison says he feels that "based on Commission records, there is more than enough money available to provide decent increases that conform with federal guidelines."



CSEA DELEGATES WERE SCHEDULED TO MEET in Albany on April 21 at a special session to consider major changes in the union's Constitution and By-Laws initially approved April 4. Approval of the changes on April 21, as this edition was going to press, would have required a two-thirds vote to become effective. Shown during the April 4th session are, from left, Raymond Cassidy of Westchester County Local 860, Frank McDermott of the NYS Bridge Authority Local 050, and Robert Watkins of Letchworth Village Developmental Center Local 412. Complete results of the April 21 special meeting will appear in the next issue.

Two contracts ratified in Tompkins County

ITHACA — Agreements covering two units of Tompkins County CSEA Local 855 have been ratified and put into effect.

The Tompkins County Library Unit now has a contract covering January 1, 1979 to December 31, 1980. Employees will receive a 6% salary increase in the first year, followed by a 5%-7% raise in the second, tied to

the increase in the Consumer Price Index. The pact also includes improvements in holiday policies at the Library, a system of earned vacation, and an increase in the share of family health insurance coverage paid for by the employer.

Unit President Nadie Lee Morris said she feels the contract is a good one, particularly since it is the first

one to be negotiated by the Library members as a separate unit.

The City of Ithaca Department of Public Works Unit has also reached agreement on a contract. The two-year pact includes pay raises of 7¼% and 7% respectively, a consolidation of the salary step schedule, and changes in sick time policy.

Court thwarts school board

CANTON — The attempt by a school board to circumvent arbitration in the settlement of a grievance was thwarted by the Appellate Division of New York State Supreme Court.

The court unanimously decided on Feb. 15, 1979, in favor of the Norwood-Norfolk Central School Unit of St. Lawrence County CSEA Local 845 over the Norwood-Norfolk Central School Board of Education.

Field Representative Thomas Dupee said the arbitration has not yet been scheduled.

The grievance involved automotive mechanic Peter Smith, who applied for and was denied a senior automotive mechanic position in 1977. An outsider was hired to fill the vacancy.

The contract between the CSEA unit and the board stated that when all other qualifications were equal, seniority within the department would be the deciding factor.

After the grievance was filed, the board attempted to prevent it from reaching arbitration by claiming the seniority clause of the contract was void by being against public policy and the decision was within management rights.

In May 1978, a State Supreme Court in St. Lawrence County supported the board and stayed the arbitration.

The Appellate Division unanimously reversed the lower court in its February 1979 decision.

Attorney William F. Reynolds of the law firm of Roemer and Featherstonhaugh represented CSEA in the successful appeal. CSEA Regional Attorney William McGinn is expected to represent the union and Smith in the arbitration.

Tests for positions with court

The Office of Court Administration has announced the opening of filing for three open-competitive examinations to fill positions in the Unified Court System throughout New York State. The examinations are for the titles of Office Assistant (No. 45-512), Office Typist (No. 45-513), and Office Stenographer (No. 45-514).

Candidates for all three examinations must compete in a written test, which is scheduled for June 9, 1979. Candidates for Office Typist and Office Stenographer will also be required to compete in a qualifying typing test, and in addition, candidates for Office Stenographer will be required to take a qualifying stenography test. Both of these qualifying performance tests will be held at a later date.

Filing for these examinations will extend until May 4, 1979. Special application forms and announcements can be obtained in the courts and court agencies throughout the State, or by writing to the Office of Court Administration, Staffing Services Unit, Room 1209, 270 Broadway, New York, New York 10007.



Civil Service reuses examination questions

Did you ever wonder why the Department of Civil Service has never released copies of questions from prior civil service examinations? Well, a department spokesman says there are numerous reasons, but one of the leading reasons is that to do so would have a series detrimental effect upon the en-

tire civil service examinations program.

According to the spokesman, the value of a test as a measure of an applicant's capabilities can be more accurately appraised after its questions have been used one or more times and subjected to the possibility of challenges from candidates. As each new question is used, its results are carefully analyzed to determine whether the question is free of defects, and — more importantly — whether it tends to separate the more capable from the less capable candidates.

Because candidates are not allowed to take away or copy test questions, those which are proven in actual competition to be more effective are retained for subsequent reuse. Therefore, many of the questions in State civil service examinations have been used before.

The present method of examination security affords candidates an opportunity to challenge questions they believe to be defective. At the same time, it preserves for future use a large storehouse of valuable, proven test materials — without which it would be extremely difficult to con-

tinue holding fair and reliable civil service tests at periodic intervals for the thousands of different jobs in State service.

The official basis for denial of test questions is contained in Section 70.2 of the Regulations of the Department of Civil Service (President's Regulations). The section, in its en-

tirety, states: "Copies of questions used in examinations shall not be furnished except in cases where they are published by the Department for general information." Additionally, examination questions and answers are specifically exempted from public disclosure under the Freedom of Information Law.

Alumni group seeks members

An alumni group has been formed of Public Administration trainees and interns, and needs names and locations of former participants for a mailing list.

Please contact: Ann Pociluk, Public Employment Relations Board, 50 Wolf Road, Albany, N.Y., 12205, 457-2578; Denise Driessen, Office of Mental Retardation, Western Co. Service Group, 44 Holland Ave., Albany, N.Y., 12229, 474-5710; or Caroline Sever, Supervisor, Intern-Trainee Program, Dept. of Civil Service, State Campus, Albany, N.Y., 12239, 457-4292.

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(516) 691-1170

Irving Flaumenbaum, President
Ed Cleary, Regional Director

REGION 2 — Metro Region
(212) 962-3090

Solomon Bendet, President
George Bispham, Regional Director

REGION 3 — Southern Region
(914) 896-8180

James Lennon, President
Thomas Luposello, Regional Director

REGION 4 — Capital Region
(518) 489-5424

Joseph McDermott, President
John Corcoran, Regional Director

REGION 5 — Central Region
(315) 422-2319

James Moore, President
Frank Martello, Regional Director

REGION 6 — Western Region
(716) 634-3540

Robert Lattimer, President
Lee Frank, Regional Director

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State taking over NYC community residence

NEW YORK CITY — For the first time in New York City, the State is taking over the operation of a private facility for the retarded. It was announced on April 10 that Manhattan Developmental Center will assume operation and full responsibility at the Mental Retardation Institute, located at 123rd Street and 3rd Avenue, Manhattan, sometime between May 15 and June 1.

Announcement of the State takeover of the community residence, which accommodates 11 residents and 17 staff employees, was made on April 10 by Manhattan Developmental Center Director Dr. Irwin Friedman. Attending the announcement meeting were Manhattan CSEA Local 443 President Clifton Lewis, Staten Island Developmental Center CSEA Local 429 President Felton King, and CSEA Field Representative Bart Brier.

In giving the reasons for the state

takeover of MRI Dr. Friedman told the meeting that he has overall legal responsibility for the MRI residents and that he felt the quality of care for the residents was so bad that something had to be done. It was pointed out MRI has been getting \$110 per day per patient in Medicaid reimbursement while state facilities get only about \$68 a day in state funding. Dr. Friedman said the MRI not only could not do the job on \$110 but was asking for even higher reimbursements.

MRI is the same outfit that's getting \$89,000 per year per patient at Flower 5th Avenue Hospital. The Willowbrook Review Panel reportedly has recommended that because of the low level of care provided by MRI at Flower 5th that facility be closed by the fall.

The State takeover announcement led CSEA's Bart Brier to comment,

"It again proves (Commissioner of the Office of Mental Retardation and Disabilities) Thomas Coughlin's policies of turning over state programs to voluntary agencies are bankrupt policies resulting in reduced patient care coupled with increased taxpayer costs."

Local 443 President Clifton Lewis praised the announcement also, saying, "Having state workers move into the private residence will assure the clients superior and professional care at all times." Local 429 President Felton King called it, "The first victory we've achieved in this region in implementing the terms of the Morgado memorandum, and I am serving notice on the State that in New York City the Morgado memorandum will not be a dead letter."

CSEA Region II Director George

Bispham said he sees the latest development as a "reversal of the contracting out trend and an acknowledgment by the State that when it comes to the care of mental patients, state workers do the job best."

Clerk reinstated

BUFFALO — A senior account clerk fired last year from the Erie County Comptroller's office was reinstated by an arbitrator's ruling last week.

Following an appeal under Sect. 75, Arbitrator Rodney E. Dennis of Cornell University ordered that Ms. Sandra Meckes, of CSEA Local 815, be returned to her job.

Meckes had requested an unpaid three-month extension of her maternity leave last summer but was refused, according to CSEA Region 6 Field Representative Robert Young. Although she presented two doctor's certificates as asked, Erie County Comptroller Alfreda Slominski ordered her back to work. When Ms. Meckes did not return she was discharged on July 10.

Secretary needed

NEW YORK CITY — The Civil Service Employees Assn. has announced it is accepting applications for a Grade 9 secretary / receptionist position in the union's New York City Metropolitan Region headquarters.

According to CSEA Director of Employee Relations and Personnel Thomas S. Whitney, applications should be submitted to Regional Director George Bispham at the New York City CSEA office, 11 Park Place, New York, New York 10007, not later than May 15.

The listed starting salary for the opening is \$10,305 plus \$200 location pay annually.

School meeting planned for May

SARATOGA SPRINGS — Seeking to promote an awareness of their shared interests and to become a more viable and unified segment of the Civil Service Employees Assn., the educational Locals of Saratoga and Rensselaer Counties will meet in May to discuss issues facing school district employees and to train officers.

CSEA wants to establish more uniformity in enforcing the terms and conditions of employment for school district employees, says Field Representative William Lochner, who will be speaking at the workshop. "Despite similarities in personnel practices, contract provision and other areas, until now there has been no stream of continuity between school districts," he said. "As the field of labor relations becomes more sophisticated, such groups which share a community of interests can only benefit from working together."

The Locals expect staff members from the Capital Region and CSEA Headquarters to speak at the meeting which is tentatively scheduled for May 19 at the Holiday Inn in Saratoga Springs.

CSEA members give blood

By Deborah Cassidy

ALBANY — The Red Cross collects tens of thousands of units of life-saving blood annually from New York State employees who participate in a State-run Employee Blood program. In Albany alone last year, a total of 12,484 units was donated under the program.

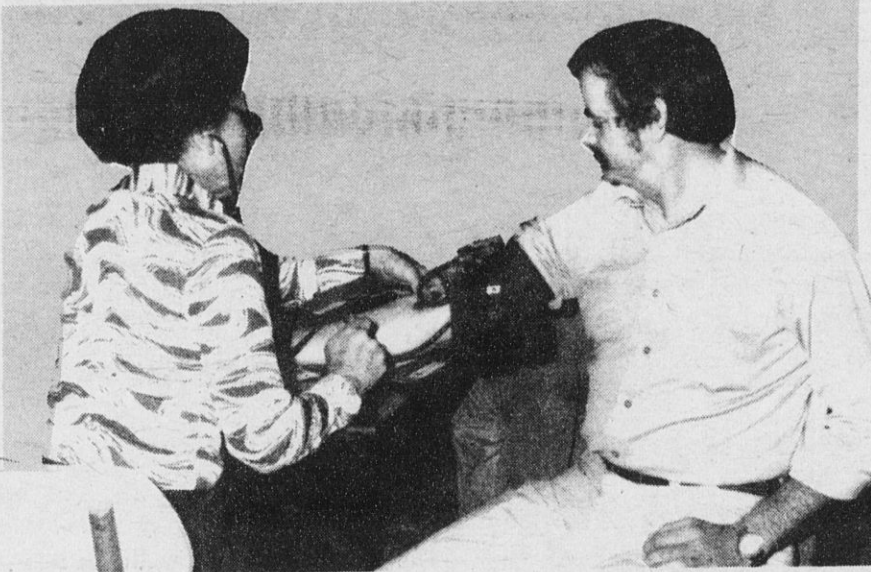
"In itself that is a terrific amount," says Joseph O'Sullivan, program director. "But it becomes even more significant when one realizes that modern technology has made it possible for the components of the blood to be separated, so that in some cases up to three patients can be helped from one donation." According to Mr. O'Sullivan, his office schedules blood-mobile visits to worksites across the State, including State Universities and mental hygiene facilities, 62 times a year. In addition, many employees have been called to give at a Red Cross Center in an emergency.

The blood, he says, is distributed to 31 hospitals in a 14 county area.

For the most part Mr. O'Sullivan finds that employees respond well to the program. In fact, due to the large turnout at some sites, the blood-mobile must remain for two days instead of the usual one.

The need for blood, however, is constantly growing and Mr. O'Sullivan urges more employees to donate. "It is a painless process and there are no side effects in most cases," he commented. "Some people feel lightheaded or weak afterwards, but the feeling goes away." The average person can give every 56 days, but it really depends on how often the individual feels comfortable donating.

Each time a person donates, it is necessary to answer an extensive medical history questionnaire and un-



A BLOOD PRESSURE TEST is necessary before a person can donate blood. Fred Clickner of the Labor Department watches as the test is administered by Kathlene Morgenier RN.

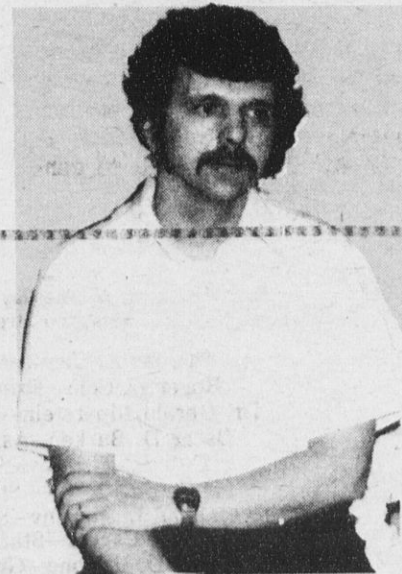


LABOR DEPARTMENT EMPLOYEE Raylene Bardin, donating a unit of blood this month at an Albany donor program, is one of thousands of State workers to contribute each year.

DENNIS PALLOZZI of the Labor Department may appear a bit apprehensive as he awaits his turn to donate, but he donated a unit of blood shortly after this photo was taken earlier this month in Albany.

dergo hemoglobin and blood pressure tests.

There is an employee representative for each department, often a Civil Service Employees Assn. officer, who signs up donors and arranges appointments through the central office. Employees are allowed to take uncharged time off from work in order to donate.



'I WANT TO KNOW WHY. WHO GAVE THE ORDER?'



Is there a Middletown PC cover-up?

MIDDLETOWN — Southern Region III President James Lennon says that evidence is starting to mount which could indicate a possible cover-up by some of the management of the Middletown Psychiatric Center involving the illegal dumping of explosive and toxic chemicals and cadaver parts.

Because of this mounting evidence, he is hoping a full investigation of the situation will be held.

"I wonder what type of sanctions the State of New York will bring to top-level management who created a dangerous health situation and are attempting to cover it up?" Lennon asked.

Lennon said he has received correspondence from the Governor's Office, the State Department of Health and the State Department of Mental Hygiene all claiming the matter will be investigated.

Some of the evidence which indicates the possibility of a cover-up includes:

- Middletown Psychiatric Center Deputy Director Institution Administration David J. Sucato was quoted in The Times Herald-Record, a daily newspaper in Middletown, that no more than two gallons of chemicals were dumped.

He later claimed there were three gallons of chemicals dumped, in an April 5, 1979, letter to the State Department of Environmental Conservation (DEC).

CSEA Field Representative 'Flip' Amodio said he has notarized affidavits from members involved in the dumping who claim 30-40 gallons of liquid chemicals and 75-100 pounds of dry chemicals were dumped.

Another eye witness account claimed most of the liquid was acids and one jug alone contained five gallons of hydrochloric acid.

- The April 5 letter from Sucato to DEC provided a list of the chemicals dumped in the trenches. However, six extremely dangerous chemicals which appeared on the safety officer's memorandum (see accompanying story) did not appear in Sucato's letter.

Those missing chemicals are potassium, aniline, carbolic acid, chloroform, lithium and methanol and other alcohols.

Using the safety officers' memo and the Handbook of Poisoning by Robert H. Dreisbach, M.D., Ph.D., some of the dangers of those

omitted chemicals are listed below.

- Potassium — Explodes and/or ignites from exposure to air, moisture or water. It also explodes when mixed with chloroform or lithium.

- Aniline — Combustible and highly toxic by inhaling, ingesting or skin absorption. One gram of aniline is fatal.

- Carbolic acid — Flammable and extremely toxic in inhaling and skin absorption. Two grams of carbolic acid is fatal.

- Chloroform — An extremely poisonous gas. One-third of an ounce of chloroform is fatal.

Identity of members who inform withheld for fears of harassment

MIDDLETOWN — Fears that the management of the Middletown Psychiatric Center might harass or attempt to use disciplinary procedures against CSEA members cooperating with the union's investigation of the illegal dumping have caused Field Representative 'Flip' Amodio to withhold the names of the cooperating members.

He said he will continue to withhold those names until he receives guarantees that those members will not meet with retribution.

Southern Region III President James Lennon said CSEA will be closely monitoring to see whether any actions by management against those employees take place.

Amodio has notarized affidavits from a number of CSEA members involved in the dumping. The Public Sector has read some of the affidavits. What follows are some of the allegations contained in those documents:

- The employees involved were not told in advance the nature of the work they would be doing.

- On March 24, chemicals were poured down a drain and slides and empty chemical bottles were dumped in the trenches.

- On March 25, cadaver parts in embalming fluid were dumped in the trenches.

- On March 26, the first nine cans filled with chemical liquids and powders were dumped. Because of fumes rising from the trenches,

Lithium — Extremely poisonous and corrosive.

- Methanol — Wood alcohol is extremely poisonous and flammable.

- Lennon said he had been informed that on April 17, a few hours prior to the arrival of DEC officials, the top layer of earth was removed from the trenches and some containers of chemicals were removed.

"I want to know why. Who gave the order?" Lennon said.

- The two trenches dug for the chemical dumping were each 12 feet long, three feet wide and four feet deep.

- "You don't dig trenches that big for three gallons of chemicals," Amodio said.

breathing equipment was requested. Three dust masks were issued.

- The center management recommended new dirt be put in the trenches and the members then go down to the trenches to place the remaining chemicals. The employees refused to go down into the trenches.

- No management employees supervised the dumping.

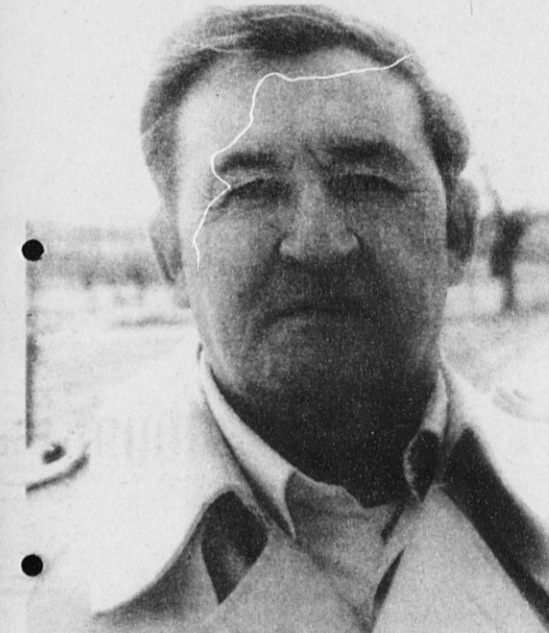
- The amount of chemicals dumped were estimated at 30-40 gallons of liquid and 75-100 pounds of dry chemicals.

- The amount of photographic chemicals and peroxide poured down a drain was estimated at 50 gallons.

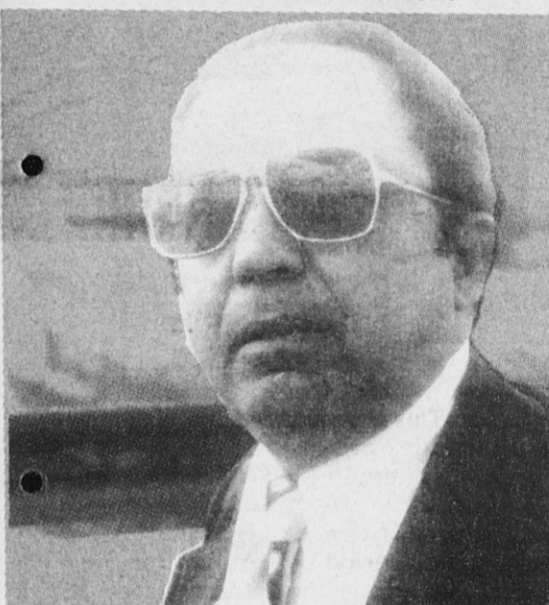


James Lennon
Region III President

This report on the dumping of explosive and toxic chemicals at the Middletown Psychiatric Center and its aftermath was compiled and written by Associate Editor Dr. Gerald Alperstein, in conjunction with CSEA Region III President James Lennon, Field Representative 'Flip' Amodio, Local 815 President Alexander Hogg and other members of Local 815.



Alexander Hogg
Local 815 President



'Flip' Amodio
CSEA Field Representative

Grievance won

MIDDLETOWN — Middletown Psychiatric Center CSEA Local 815 has won a non-contract grievance at the second stage regarding the recent illegal dumping of explosive and toxic chemicals, CSEA Field Representative 'Flip' Amodio reported.

Center Deputy Director David J. Sucato ruled that employees involved in the dumping would receive medical examinations by their own physicians, and a procedure for dumping would be established, Amodio said.

Amodio explained that the cost and the time of the medical examinations would not be charged to the employees and followup tests, if necessary, also would not be charged to the employees.

However, the grievance may go to the third stage — the Governor's Office of Employee Relations — because the Sucato decision lacked a "clear cut admission of negligence and irresponsibility in the assignment of the dumping," Amodio said.

Safety Officer recommended not dumping without DEC input

MIDDLETOWN — The illegal dumping of explosive and toxic chemicals and cadaver parts at the Middletown Psychiatric Center alleged to have occurred March 24-26, took place in spite of a memorandum dated March 23 by the center's safety officer which recommended not dumping until receiving input from the State Department of Environmental Conservation (DEC).

Safety Officer Timothy M. Irving, in his memo to Plant Superintendent John Miressi, said:

"It is recommended that prior to the dumping of these chemicals, MPC contact the Department of Environmental Conservation as to the proper and legal aspect of disposing of these chemicals.

"It is also advisable that the D.E.C. check the proposed site of dumping."

The rest of the memo follows.

In regard to the advisability of dumping and disposing of different chemicals in a common burial site, I was requested by the Chief Safety Officer to find out what chemicals are to be disposed of, which are presently located in the Lab.

I made a cross section of the chemicals and listed them. It is to be noted that not every chemical to be disposed of is listed.

Using the 5th Edition of N.F.P.A. Fire Protection Guide on Hazardous Materials, I made a list of possible hazards produced by reactions of the chemicals that are listed.

Other than the fact that some are flammable or combustible, combinations of these chemicals can also explode and/or release toxic gases.

This can result in physical harm to personnel disposing of the material, and possibly to personnel remote from the area of dumping.

Most of the chemicals are toxic by breathing the vapors or taking them internally.

The planned site of disposal is a hole dug in the area presently being used as the waste disposal dump. The dump is located in an area

where there are streams and ground water.

It is possible that this is the water table for the wells in Pocatello and other surrounding areas.

CROSS SECTION

List of chemicals to be disposed of.

- LAB CHEMICALS:**
Methanol and other alcohols
Sodium carbonate (NaCO3)
Hydrochloric acid (HCl)
Potassium permanganate (KMnO4)
Potassium (K)
Barium sulphate
Aniline
Ether
Potassium sulphate
Calcium Oxide (CaO)
Carbolic acid (C6H5OH)
Ammonium Hydroxide (MgO)
Manganese Dioxide (MnO2)
Mercuric chloride (HgCl)
Magnesium carbonate (HgCO3)
Magnesium sulphate
Feric chloride (FeCL)
Sodium Chlorate
Chloroform
Lithium (Lithmus cubes)
- PHOTO CHEMICALS**
Acetic acid
Hypo agent
Photo flo
Print Flatening solution
Rapid fixer
Kodak alkali
Dektol
- List of Possible Chemical Reactions and Products Thereof
Sodium Chlorate mixed with Manganese Dioxide: May liberate oxygen and heat explosively. The reaction may be originated by heat, shock, friction, age, or static electricity.

Hydrochloric Acid (HCl): Toxic. Inhalation of concentration 1500 parts/million in air are fatal. Explodes on contact with sodium. Don't know if Hcl will explode with sodium carbonate (Na2CO3) or sodium chlorate (NaClO3); however, precautions should be taken.

Potassium Permanganate (K MNO4): Explosive on contact with Sulfuric acid or hydrogen peroxide.

Hydrochloric Acid (HCl): Toxic. Inhalation of concentration 1500 parts/million in air are fatal. Explodes on contact with sodium. Don't know if Hcl will explode with sodium carbonate (Na2CO3) or sodium chlorate (NaClO3); however, precautions should be taken.

Potassium Permanganate (K MNO4): Explosive on contact with Sulfuric acid or hydrogen peroxide.

Hydrochloric Acid (HCl): Toxic. Inhalation of concentration 1500 parts/million in air are fatal. Explodes on contact with sodium. Don't know if Hcl will explode with sodium carbonate (Na2CO3) or sodium chlorate (NaClO3); however, precautions should be taken.

Potassium Permanganate (K MNO4): Explosive on contact with Sulfuric acid or hydrogen peroxide.

(peroxides form on standing others).

Potassium: Extremely dangerous in contact with moisture or water, releasing hydrogen with sufficient heat to cause ignition or explosion. May ignite spontaneously in air or oxygen. Reacts violently with water. Potassium when mixed with chloroform reacts explosively. Lithium and chloroform weak explosions.

Analine: Combustible liquid. Flash point 150 F. Vapor explosive mixture with air. Highly toxic when absorbed through skin, inhaled as a vapor, or swallowed. Excessive exposures can cause respiratory paralysis. Aniline in an atmosphere of ozone (O3) forms as one of the products a white, gelatinous explosive compound, ozobenzene. It is to be noted that there are some carbonates with the (O3) molecule, and if they can be released by a reaction, then an ozone rich atmosphere may be produced.

Ethers: Peroxides form on standing ethers and are very dangerous if mixed with air or oxygen.

Calcium oxide (CaO): Contact with water or moisture may generate sufficient heat to 800°C to ignite combustible materials.

Carbolic acid: Yields flammable vapors when heated, which will form explosive mixtures with air. Flash point 175°F. Toxic; causes severe tissue burns. Lethal amounts may be absorbed through the skin or inhaled.

Magnesium oxide: If mixed with Hypochloride, will explode.

Methanol: Flammable liquid.

Photo chemicals:
Asctic acid: Gives off flammable vapor, above it, flash point 109°F. Vapor forms explosive mixtures with air. Dangerous in contact with oxidizing materials. May produce severe acid burns to skin and eyes. If mixed with hydrogen peroxide, even if both are diluted will initiate an exothermic reaction which will explode at 110°C.

CSEA action prevented future environmental problem

MIDDLETOWN — Action by the Middletown Psychiatric Center CSEA Local 815 and officials and staff of the Southern Region of the union may have prevented a future environmental crisis.

The nation's mailgrams to Governor Hugh Carey and to key agencies of the State government led to the removal of an illegal and dangerous chemical dump at the center.

CSEA Field Representative 'Flip' Amodio said the dump, which consisted of two trenches until it was removed April 17, was located a few yards from a stream which flows through the city of Middletown and through many area dairy farms.

He also said the area of the trenches contains a high water table from which a number of residential wells feed.

The dump contained a number of extremely toxic chemicals, according to a memorandum written by the center's safety officers (see accompanying story).

The following story was provided by Amodio, who has affidavits from employees involved in the dumping and who said he spoke to the 10-15 persons directly and indirectly involved in the situation.

On March 24, photographic and other chemicals were poured down a drain, filling the room with blue fumes.

On March 25, cadaver parts

were dumped into the trenches in a remote part of the center grounds.

On March 26, explosive and toxic chemicals were dumped in the trenches. Estimates of 30-40 gallons of liquid, mostly acids, and 75-100 pounds of dry chemicals were dumped. When employees requested oxygen equipment because of the fumes rising from the trenches, three dust masks were issued which has to be shared by the employees.

On March 25, Local President Alexander Hogg was informed in the evening about what was going on by the members. He contacted Amodio on March 26, who conducted an investigation.

On March 28, Amodio said a

center management official told him there was no danger with the dumping. However, the official became upset when Amodio said he had a copy of the safety officer's memorandum, the CSEA field representative reported.

Later that day the union grievance was filed, the local newspaper was informed and the appropriate State agencies were contacted.

On April 4, the dump was declared illegal by the State Department of Environmental Conservation.

On April 17, the contents of the trenches were dug up and carted to the Orange County Landfill in New Hampton.

ACTIVE DELEGATES — At every delegate meeting, including the special session set for April 21 in Albany, you can expect to hear the voices of these three CSEA delegates, among many others. Standing at microphone waiting to speak is Howard Cropsey, president of Albany County CSEA Local 801, and waiting behind him is Bernard Dwyer, of Public Service Commission Local 675. Both are also members of CSEA's Board of Directors. Standing at right is familiar figure of Sergeant at Arms John Vallee of Rensselaer County Local 842. This photo was taken at April 4 delegates meeting in Albany.



Pressure by CSEA brings safety condition corrections

ELMIRA — Within days after the Civil Service Employees Assn. complained publicly last month about hazardous safety problems and dangerous working conditions at the Elmira Correctional Facility, the improvements demanded by CSEA were made.

David Grier, who is vice president of CSEA Local 156 at the facility as well as chairman of CSEA Region V Correction Labor-Management Committee, reported that management responded to the public blast from CSEA by correcting conditions that

the union had been complaining about since last August. Grier said the quick response at this time evidently came as a result of the union going public with complaints after management did not respond through usual channels, plus the visit to the facility arranged by CSEA for Assemblyman George H. Winner Jr.

Grier said that management, finally, built a second exit in an area where union members worked, in the event of an emergency of any kind, and that new evacuation procedures were adopted.

State gives \$410 in awards

Five State employees received a total of \$410 in cash awards for money-saving ideas submitted to the New York State Employee Suggestion Program. The program is administered by the State Department of Civil Service.

Award Recipients were:

\$150 — Alton L. Wright, Bear Mountain, Rockland County, Office of Parks and Recreation.

\$100 — Mary Belawski, Albany, Department of Criminal Justice Services.

\$75 — Catherine Mabie, Warnerville, Schoharie County, the State University of New York at Cobleskill.

\$50 — Philip Matthei, Buffalo, Department of Labor.

\$35 — John Orchanian, Bronx, Department of Social Services.

CSEA endorses, supports Special Olympics program

CSEA has endorsed Special Olympics, an international program of physical fitness, sports training and athletic competition for mentally retarded children and adults. In August, 3,500 special athletes from 50 states and 35 nations will meet for the Fifth Annual Summer Special Olympics at the State University of New York at Brockport. We're asking you to help CSEA support this great project. **Every roll of film you buy through the Film for Special Olympics Program will help finance this worthwhile event.**

By sending in your order with the appropriate amount from the ordering chart, you'll be helping the Special Olympics. All film is fresh dated Kodak color film. Prints will be mailed directly to you on a large, borderless professional silk textured print paper. Processing is performed by a quality photo-finisher. Film and processing are guaranteed — If film is lost or damaged, the processor will replace it with an equivalent amount of unexposed film and a pre-paid processing mailer.

Send in your order today to: Film for Special Olympics, P.O. Box 8711, Rochester, N.Y. 14624.



CSEA
CIVIL SERVICE EMPLOYEES ASSOCIATION

Kodak film with pre-paid Special Olympics processing

			Suggested List Price	SPECIAL OLYMPICS PRICE
1	Color Prints 110-12 Kodacolor II	Fits all pocket Instamatic cameras. 12 prints with processing		\$7.11 \$4.49
2	Color Prints 110-20 Kodacolor II	Fits all pocket Instamatic cameras. 20 prints with processing		\$10.16 \$6.15
3	Color Prints 126-12 Kodacolor II	Fits all Instamatic cameras. 12 prints with processing		\$7.11 \$4.49
4	Color Prints 126-20 Kodacolor II	Fits all Instamatic cameras. 20 prints with processing		\$10.16 \$6.15
5	Color Prints 135-24 Kodacolor II	Fits all 35mm cameras. 24 prints with processing		\$12.27 \$6.95
6	Color Slides 135-20 Kodachrome 64	Fits all 35mm cameras. 20 slides, mounted		\$5.90 \$4.69
7	Movies (color) Super 8mm Kodachrome 40	Fits all Super 8 movie cameras. 50 feet		\$7.85 \$5.79

ORDER FORM (please print)

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Make Checks payable to:
Film for Special Olympics
P.O. Box 8711
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No sales tax required

CSEA investigates asbestos in State buildings in Albany

ALBANY — The Capital Region of the Civil Service Employees' Assn. has begun an investigation after receiving complaints from numerous employees that the air in some buildings of the Empire State Plaza and the State Campus is contaminated by asbestos fibers.

According to Jack Corcoran, Regional field supervisor, CSEA committees are working to determine what levels of asbestos are present, how widespread the contamination is and what can be done to correct the situation. The CSEA has met with administrators from the State Office of General Services.

"There is no need for anyone to

panic, but the CSEA recognizes this to be a matter for serious concern. It has been proven that cancer and other lung diseases can result from exposure to asbestos," he said.

It is believed that asbestos, which was sprayed on steel girders to prevent them from buckling in a fire, has now flaked off and is being circulated into the air after falling into the ventilation systems.

Once the air has been cleaned of the fibers, the CSEA will probably suggest spraying the girders with a special glue which will prevent more asbestos from flaking off in the future, says Mr. Corcoran.



DISCUSSING ITEMS OF MUTUAL INTEREST during a Mental Hygiene Workshop earlier this month sponsored by CSEA are, from left, Nick Puziferri of Rockland Psychiatric Center Local 421, Aureliano David and Sal Butero, both of the NYS Psychiatric Institute CSEA Local 419.

CSEA program bills

All bills on this status report are supported by CSEA

Week of April 16, 1979

CSEA Program Bill Number Summary of Provisions	Bill Number, Sponsors	Status
P-79-1, Agency Shop—Agency shop would become permanent and mandatory.	A-Pending S-Pending	
P-79-2, OSHA—Minimum health and safety standards for public employees would be established.	A-Pending S-Pending	
P-79-3, Two-for-One—The fine for striking would be reduced from two day's pay for each day struck to one day's pay for each day struck.	A-4169 Connor, Greco, Barbaro S-Pending	Governmental Employees Comm.
P-79-4, Injunctive Notice—Unions and employees would be required to receive notice and have an opportunity to be heard before a temporary restraining order could be issued against a strike.	A-4167 Barbaro, Greco, Johnson, et al S-Pending	Governmental Employees Comm.
P-79-5, Presumption of Arbitrability—The presumption of arbitrability for contract grievances would be restored.	A-4168 Connor, Johnson, Marchiselli, et al S-Pending	Governmental Employees Comm.
P-79-6, Limited Right to Strike—Strike would be redefined to mean a work stoppage that threatens irreparable injury to the public health, safety and welfare.	A-Pending S-Pending	
P-79-7, 1979 Contract—The provisions of the CSEA-State contract would be implemented.	A-Pending S-Pending	
P-79-8, Triborough—A public employer would be required to continue an expired contract until a new agreement is reached.	A-4165 Greco, et al S-Pending	Governmental Employees Comm.
P-79-9, Redefine Daily Rate of Pay—Strikers assessed a two-for-one penalty would be fined based on net take-home pay, not on gross pay.	A-4171 Connor, Finneran, Nine S-Pending	Governmental Employees Comm.
P-79-10, Alternative Disciplinary Procedures—Unions, including subdivision employers, would be allowed to negotiate disciplinary procedures.	A-4166 DelToro, Greco, Finneran, Barbaro, et al S-Pending	Governmental Employees Comm.
P-79-11, Retirees Death Benefit—State employees who retired before Sept. 30, 1966, would be eligible for a \$2,000 death benefit.	A-4416 Greco S-3221 Flynn	Governmental Employees Comm. Civil Service Comm.
P-79-12, Permanent Cost of Living—Starting in 1980, retirees would receive an increase in the retirement allowance based on increases in the cost of living for the previous year.	A-Pending S-4168 Rules	Civil Service Comm.
P-79-13, Extension of Supplementation—Pension supplementation would include those who retired before April 1, 1969, would be extended to those who retired before Jan. 1, 1972, and would increase supplements to reflect increases in the cost of living.	A-4509 Barbaro S-3361 Flynn	Governmental Employees Comm. Civil Service Comm.
P-79-14, Education Law Parity—The financial advantage school districts receive when contracting out for student transportation would be eliminated.	A-4877 Orazio S-3441 Donovan	Education Comm. Education Comm.
P-79-15, Division of Youth Transfer—Division of Youth employees transferred to a non-profit corporation would not lose benefits of State service.	A-2519 Budget S-1719 Budget	Ways & Means Comm. Finance Comm.

A-Assembly

S-Senate

CSEA Program Bill Number, Summary of Provisions	Bill Number, Sponsors	Status
P-79-16, Office of Court Administration—Unified Court System employees would be transferred to the State payroll as of April 1, 1977, and would receive permanent status in their competitive class if they have performed the duties of their positions for one year prior to the effective date of this law.	A-6194 Connor S-4142 Rolison	Governmental Employees Comm. Civil Service Comm.
P-79-17, Employee Indemnification—Additional instance in which public employees should be indemnified from suit by the employer for acts which arise in the course of performing their duties.	A-5963 Greco S-2766 Schermerhorn	Governmental Employees Comm. Judiciary
P-79-18, Sheriff's Reopener—Approximately eight employees of the Sullivan County Sheriff's Department would be allowed to choose the provisions of the Retirement and Social Security Law (optional 20-year retirement).	A-Pending S-Pending	
P-79-19, State University Unclassified Service—The power to remove State University employees from classified service would be returned to the Civil Service Commission from the State University Chancellor.	A-3836 M. Miller S-3754 Cook	Governmental Employees Comm. Civil Service Comm.
P-79-20, University of Buffalo Buy-Back—State employees working at the University of Buffalo before it was acquired by the State would be allowed to purchase retirement credits for the time they were employed by the University.	A-Pending S-Pending	
P-79-21 (a), Veterans Buy-Back—World War II veterans would be allowed to purchase up to three years of credit toward retirement.	A-Pending S-Pending	
P-79-21 (b), Veterans Buy-Back—Korean War veterans would be allowed to purchase up to three years credit toward retirement.	A-Pending S-Pending	
P-79-22, Sanitarians—Sanitarians working for public and private employers would be certified by the Department of Education.	A-Pending S-Pending	
P-79-23, Suffolk County Retirement—The Suffolk County contract allowing investigators to elect 20-year retirement would be implemented.	A-4204 Hochbrueckner S-3079 Johnson, Lack, Trunzo	Governmental Employees Comm. Vote expected
P-79-24, Pension Advisory Board—Power to invest pension funds would be vested in a board of trustees with meaningful public employee representation.	A-Pending S-Pending	
P-79-25, Correction Officers—Correction officers employed by Westchester County would be eligible to elect participation in a 20-year retirement plan.	A-Pending S-Pending	
P-79-26, Showing of Interest—The procedure for verifying a showing of interest in a representation determination would be changed.	A-Pending S-Pending	
P-79-27, Court Employees Contract—The collective bargaining agreement for employees of the Unified Court System be implemented.	A-1773 McCabe, et al S-1304 Barclay, et al	Passed Passed (Ch. 4, Laws of 1979)
P-79-28, Employer Improper Practice—An employee organization would not be determined to be guilty of violating the no-strike provision when the strike was caused, in whole or in part, by an improper employer practice.	A-4170 Greco, et al S-Pending	Governmental Employees Comm.

COMPETITIVE PROMOTIONAL EXAMS

(State Employees Only)

Title	Salary	Exam No.
FILING ENDS APRIL 30, 1979		
Social Services Disability Aide Trainee	\$8,454	No. 36-763
Supervisor of Special Purchasing Projects	\$20,366	No. 90-050
Chief Excise Tax Investigator	\$18,301	No. 90-048
Supervising Excise Tax Investigator	\$16,469	No. 90-047
FILING ENDS MAY 14, 1979		
Institution Retail Stores Manager I	\$ 9,481	No. 36-455
Institution Retail Stores Manager II	\$11,250	No. 36-456
Computer Programmer Trainee	\$10,624	No. 36-752
Associate Computer Programmer	\$18,301	No. 36-754
Assoc. Computer Programmer/Analyst	\$18,301	No. 36-755
Assoc. Computer Systems Analyst	\$18,301	No. 36-756
Computer Programmer/Analyst Trainee	\$ 9,481	No. 36-766
Principal Editorial Clerk	\$ 9,481	No. 36-745
Head Salary Determination Analyst	\$14,075	No. 36-750
Chief Salary Determination Analyst	\$18,301	No. 36-751
Principal Salary Determination Analyst	\$11,250	No. 36-767
Substance Abuse Accounts Auditor III	\$18,301	No. 36-759
Senior Editorial Clerk	\$ 7,565	No. 36-740
Senior Editorial Clerk (Commerce)	\$ 7,565	No. 36-741
Principal Printing Clerk	\$ 9,481	No. 36-747
Bridge Repair Supervisor II	\$12,583	No. 36-761
Senior Editorial Clerk (Education)	\$ 7,565	No. 36-742
Principal Editorial Clerk	\$ 9,481	No. 36-746
Principal Printing Clerk	\$ 9,481	No. 36-748
Senior Field Representative, Division of Human Rights	\$19,420	No. 36-731
Senior Manpower Programs Coordinator	\$14,075	No. 36-768
Associate Manpower Programs Coordinator	\$18,301	No. 36-769
Associate Manpower Programs Specialist	\$18,301	No. 36-770
Chief of Manpower Programs Grant Control and Fiscal Audit	\$22,623	No. 36-771
Senior Editorial Clerk (Mental Health)	\$ 7,565	No. 36-743
Senior Resources and Reimbursement Agent	\$16,469	No. 36-758
Senior Resource and Reimbursement Agent (Mental Retardation/Dev. Disabilities)	\$16,469	No. 36-762
Senior Editorial Clerk (State)	\$ 7,565	No. 36-744
Computer Composer Technician I	\$ 9,481	No. 36-753
Principal Printing Clerk (Taxation and Finance)	\$ 9,481	No. 36-749
Bridge Maintenance Supervisor II	\$14,242	No. 36-760

For more information about these and other state jobs, contact the state Civil Service Department, Albany State Office Building Campus, 1 Genesee St., Buffalo, or 2 World Trade Center, New York City.

STATE OPEN COMPETITIVE JOB CALENDAR

Title	Salary	Exam No.
FILING ENDS APRIL 30, 1979		
Architectural Specifications Writer, Junior	\$11,904	No. 24-982
Pesticide Control Inspector	\$10,624	No. 24-986
Pesticide Control Inspector, Senior	\$12,583	No. 24-987
Tree Pruner Supervisor	\$ 8,950	No. 24-988
Worker's Compensation Examiner Assisat	\$ 8,454	No. 24-988
Worker's Compensation Examiner, Assistant (Spanish Speaking)	\$ 8,454	No. 24-988
Dentist III	\$29,340	No. 27-896
Dentist IV	\$32,608	No. 27-897
Traffic Signal Equipment Specialist	\$14,850	No. 27-907
Traffic Signal Equipment Specialist Assistant	\$11,904	No. 27-906
Traffic Signal Equipment Specialist, Senior	\$18,301	No. 27-908
Building Mechanical Engineer, Associate	\$25,919	No. 27-905
Building Mechanical Engineer, Senior	\$21,129	No. 27-904

FILING ENDS MAY 14, 1979		
Medical Technologist	\$11,250	No. 27-895
Veterinarian I (Animal Industry)	\$15,624	No. 27-901
Veterinary Technician	\$10,024	No. 27-870

FILING ENDS MAY 21, 1979		
Supervisor for Traffic Signal Operators, Assistant	\$14,075	No. 27-902
Traffic Signal Coordinator	\$20,366	No. 27-903

You can also contact your local Manpower Services Office for examination information.

OPEN CONTINUOUS STATE JOB CALENDAR

Title	Salary	Exam No.
Pharmacist (salary varies with location)	\$14,388-\$15,562	20-129
Assistant Sanitary Engineer	\$16,040	20-122
Senior Sanitary Engineer	\$18,301	20-123
Clinical Physician I	\$27,942	20-118
Clinical Physician II	\$31,055	20-119
Assistant Clinical Physician	\$25,161	20-117
Attorney	\$14,850	20-113
Assistant Attorney	\$12,397	20-113
Attorney Trainee	\$11,723	20-113
Junior Engineer	\$12,890	20-109
(Bachelor's Degree)		
Junior Engineer	\$13,876	20-109
(Master's Degree)		
Dental Hygienist	\$8,950	20-107
Licensed Practical Nurse	\$8,051	20-106
Nutrition Services Consultant	\$13,404	20-139
Stationary Engineer	\$10,042	20-100
Senior Stationary Engineer	\$11,250	20-101
Occupational Therapy Assistant I	\$9,029	20-174
Occupational Therapy Assistant I (Spanish Speaking)	\$9,029	20-174
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140
Medical Record Technician	\$9,481	20-143
Histology Technician	\$8,051	20-170
Professional Positions in Auditing and Accounting	\$11,250	20-200
Computer Programmer	\$11,250	20-220
Computer Programmer (Scientific)	\$11,250	20-222
Senior Programmer	\$14,075	20-221
Senior Computer Programmer (Scientific)	\$14,075	20-223
Mobility Instructor	\$11,904	20-224
Instructor of the Blind	\$11,250	20-225
Health Services Nurse (salary varies with location)	\$11,250-\$12,025	20-226
Senior Heating and Ventilating Engineer	\$18,301	20-227
Senior Sanitary Engineer (Design)	\$18,301	20-228
Senior Building Electrical Engineer	\$18,301	20-229
Senior Building Structural Engineer	\$18,301	20-230
Senior Mechanical Construction Engineer	\$18,301	20-231
Senior Plumbing Engineer	\$18,301	20-232
Assistant Stationary Engineer	\$7,616	20-303
Electroencephalograph Technician	\$7,616	20-308
Radiologic Technologist (salary varies with location)	\$8,454-\$10,369	20-334
Medical Record Administrator	\$11,904	20-348
Food Service Worker I	\$6,456	20-352
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
Mental Hygiene Therapy Aide Trainee (Spanish Speaking)	\$7,204	20-394
Associate Actuary (Casualty)	\$18,369	20-416
Principal Actuary (Casualty)	\$22,364	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Assistant Actuary	\$10,714	20-556
Nurse I	\$10,624	20-584
Nurse II	\$11,904	20-585
Nurse II (Psychiatric)	\$11,904	20-586
Nurse II (Rehabilitation)	\$11,904	20-587
Medical Specialist II	\$33,705	20-840
Medical Specialist I	\$27,942	20-841
Psychiatrist I	\$27,942	20-842
Psychiatrist II	\$33,705	20-843
Social Services Management Trainee	\$10,824	20-875
Social Services Management Specialist	\$11,450	20-875
Social Services Management Trainee (Spanish Speaking)	\$10,824	20-876
Social Services Management Specialist (Spanish Speaking)	\$11,450	20-876
Industrial Training Supervisor (salary varies depending on specialty)	\$10,624-\$12,583	20-877
Physical Therapist	\$11,337	20-880
Physical Therapist (Spanish Speaking)	\$11,337	20-880
Senior Physical Therapist	\$12,670	20-881
Senior Physical Therapist (Spanish Speaking)	\$12,670	20-881
Speech Pathologist	\$12,670	20-883
Audiologist	\$12,670	20-882
Assistant Speech Pathologist	\$11,337	20-884
Assistant Audiologist	\$11,337	20-885
Dietician Trainee	\$10,624	20-888
Dietician	\$11,250	20-887
Supervising Dietician	\$13,304	20-886
Stenographer	\$6,650	20-890
Typist	\$6,071	20-891
Senior Occupational Therapist	\$12,670	20-894
Senior Occupational Therapist (Spanish Speaking)	\$12,670	20-894
Occupational Therapist	\$11,337	20-895
Occupational Therapist (Spanish Speaking)	\$11,337	20-895

You may contact the following offices of the New York State Department of Civil Service for announcements, applications, and other details concerning examinations for the positions listed above.
 State Office Building Campus, First Floor, Building I, Albany, New York 12239 (518) 457-6216.
 2 World Trade Center, 55th Floor, New York City 10047 (212) 488-4248.
 Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4260.



ABOVE, PHILIP L. McERLEAN HONORED — The founder and former president of SUNY Stony Brook CSEA Local 614, Philip L. McErlean Sr., was honored recently upon the occasion of his retirement. Mr. McErlean, second from left, accepts a certificate of appreciation from Tom Gomez, Local 614 first vice president, left, and a plaque from Local 614 President Al Varacchi. Smiling proudly is his wife, Joan McErlean.



ALMA LA NIGRA, center, accepts a citation from CSEA Region V President James Moore during a luncheon in honor of her retirement. Also present were, from left, CSEA State wide Secretary Irene Carr, CSEA Statewide Treasurer Jack Gallagher, and CSEA Local 013 President Nancy Morrison, right.

Alma La Nigra honored

SYRACUSE — Nearly 100 union and New York State officials, fellow employees and friends attended a recent retirement luncheon to honor Alma La Nigra, Treasurer of Syracuse Local 013 of CSEA.

Mrs. La Nigra has been employed by the State Department of Labor since 1965 and, in addition to serving as Local Treasurer, has held a number of other offices and other committee responsibilities including: local delegate, member of the nominating committee, election com-

mittee, Labor Department Labor-Management Committee, supervisory committee for the state employees Federal Credit Union, and newsletter committee.

Mrs. La Nigra has also served as chairperson for various Local 013 social activities including the annual dinner and clambake.

Although Mrs. La Nigra's retirement plans are incomplete, they do include the completion of her term as Treasurer and continued service with the Credit Union.

MORRISVILLE — The following are recent retirees from the State University Agricultural and Technical College at Morrisville, according to Stephen M. Zarod, President of CSEA Local 609 at Morrisville: Clarence Ferguson, Hubert Curtis, Willard Stevenson, Vivian Sawyer, Mary Earl, Dorothea Thaisz, David Jones, and William Dorrance.

Delegates at Albany meeting

At press time, CSEA delegates were in special session in Albany to consider, for a second time this month, changes in the union's Constitution and By-Laws which would, among other things, redefine the category of retiree members.

The proposals passed overwhelmingly at a special delegates meeting on April 4, and must pass at the April 21 meeting by a two-thirds majority in order to become effective.

In essence, insofar as retirees are concerned, the changes would redefine the present "Retiree Members" category to "Retired Members" and would require that a retired member must have been either a member or associate member of CSEA while actively employed. A key change also would be that retired members could no longer pay full dues to gain member status.

In addition, the proposed changes would no longer permit persons represented by any other union to pay full CSEA dues also and be eligible to vote and hold elective office.

Ready To Retire?

Protect your future with Retiree membership in CSEA.

- Take an active role in CSEA Retirees' legislative campaigns for pension cost-of-living increases
- Share in activities of the CSEA retiree chapter nearest you
- Continue present CSEA's life insurance policies at the low group rate
- Become eligible for CSEA's "Senior Security 55" life insurance policy for members only
- Acquire low hospital cash-to-you protection for CSEA retirees and spouses
- Send coupon below for additional information on benefits of retiree membership in CSEA

Send the coupon for membership information.

Retiree Division	
Civil Service Employees Assn.	
33 Elk St., Albany, N.Y. 12207	
Please send me a membership form for membership in Retired Civil Service Employees of CSEA.	
Name _____	
Street _____	Apt. _____
City, State _____	Zip _____
Date of Retirement _____	

Unused sick leave added to health pension

The following questions and answers of general interest concerning retirement situations are furnished by the State Department of Civil Service:

Q — How will my unused sick leave credits be used in paying for my health insurance after I retire?

A — When you retire, the dollar value of your unused sick leave is reported to the State Civil Service Department's Employee Insurance Section by your agency. Your agency computes this value by multiplying your hours of credits by your hourly earnings. The Employee Insurance Section divides this total dollar value into monthly sums, based on your an-

anticipated longevity as indicated in life expectancy tables. The monthly sum is the amount the State will pay for the rest of your life towards your health insurance premiums. You pay any difference between the State share and the total premium. If you live longer than the tables indicated, the State payments will total more than the original dollar value of your sick leave.

Q — To protect my right to benefits under the New York State Government Employees' Health Insurance Program, must I enroll in the federal Medicare program even while I am an active employee?

A — Yes. Any employee or covered dependent who is eligible to enroll in Medicare must enroll in Medicare in order to receive full benefits from the State program. If you do not sign up for Medicare, your State benefits will be reduced by the amount that would have been paid by the federal program if you had been enrolled. This requirement has long been in effect and is explained in the booklet, Health Insurance for You and Your Dependents. Despite this notification, each year a number of individuals receive reduced benefits because they neglected to enroll for Medicare coverage as soon as they became eligible.

Everyone covered by the State health insurance program must sign up for Medicare three months before his or her 65th birthday. Moreover, anyone who is permanently and totally disabled, regardless of age, also must enroll. The Medicare enrollments should be for both Part A (hospital coverage) and Part B (doctors' services). The State reimburses enrollees for the cost of Part B coverage. There is no charge to enrollees for Part A coverage.

Copies of the health insurance booklet and information about the State program are available from agency personnel offices.



LEFT, REGISTRATION — Helen Cugno, left of the NYS Institute for Research CSEA Local 438, registers for 3-day workshop. Checking the credentials are Sylvia Weinstein of Pilgrim Psychiatric Center Local 418 and Bill Cunningham of Brooklyn Psychiatric Center Local 402.

RIGHT, CHECKING MATERIAL distributed to participants is Clinton E. Thomas, left, of Creedmoor Psychiatric Center Local 406, and Danny Donahue of Central Islip Psychiatric Center Local 404.



LEFT, DEEP IN DISCUSSION, CSEA Collective Bargaining Specialist Bob Guild, second from left, talks with, from left, Tyrone Daniels, Felton King, John Jackson and Walter Taylor, all of Staten Island Developmental Center Local 429.

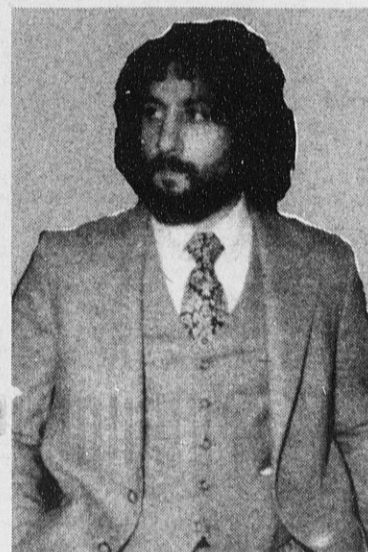


Mental Hygiene workshop

A 3-day Mental Hygiene Workshop conducted and sponsored by the Civil Service Employees Assn. was held April 6-8 at the Friar Tuck Inn in the Catskills for Department of Mental Hygiene employees represented by CSEA. A wide variety of workshop topics were covered, including the tentative contracts covering state employees, and proposed legislative changes affecting mental hygiene employees. The adjacent photos depict some of the activities.



ABOVE, LISTENING TO PRESENTATION are, from left, Fred Daniels, Mohamed Hassain, and Ismal Lopez, all of Manhattan Psychiatric Center Local 413.



ABOVE, PAUL CHRISTOPHER of J.N. Adam Developmental Center Local 400 was among the workshop participants.



LEFT, REPRESENTING CREEDMOOR PSYCHIATRIC CENTER LOCAL 406 were, from left, Grace Garside, Charles Bell, Mary Edwards, and Dorothy King.

BELOW, REGION VI PRESIDENT James Moore listens to a discussion during the workshop. He is a member of Utica Psychiatric Center Local 425.

BELOW, AMONG CSEA OFFICIALS ATTENDING were Statewide Treasurer Jack Gallagher, Region III President James Lennon, and Region I President Irving Flaumenbaum.

